

**CONTRACT #7**  
**RFS # 332.30-01-07**

**University of Tennessee**  
**Health Science Center**  
**College of Pharmacy**

**VENDOR:**  
**Galen Publishing, LLC**



November 6, 2006

RECEIVED

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FISCAL REVIEW

Mr. Jim White  
Executive Director  
Fiscal Review Committee  
320 Sixth Avenue, North – 8<sup>th</sup> Floor  
Nashville, TN 37243-0057

Dear Mr. White:

The University of Tennessee is submitting a non-competitively bid contract exceeding \$250,000 with Galen Publishing, LLC for review in accordance with Public Chapter 413, Public Acts of 2003.

On December 12, 2001, the UT Health Science Center entered into a contract with Galen Publishing, LLC to produce the "University of Tennessee College of Pharmacy Advanced Studies in Pharmacy Journal". Under this agreement, the university is responsible for academic oversight of the Journal contents which includes providing appropriate accreditation for Pharmacy Continuing Education Credits (CEUs) for Journal materials. Galen Publishing, LLC is responsible under this agreement for the production and distribution of the Journal, obtaining funding for projects specifically related to the Journal, and developing the educational materials for the Journal and related activities. The original contract period was February 1, 2002 through January 31, 2003. The contract provided for automatic annual renewals unless specifically terminated with a minimum 180 day notification period.

Revenues secured by Galen and/or UT provide the Journal's funding support. The grants secured for the Journal come directly to the university for distribution. Under the terms of the agreement UT is entitled to an 8% accreditation fee for grants secured by Galen and a 10% accreditation fee for grants secured by UT. Galen is responsible for any and all expenses associated with the Journal's education programs, including layout, printing, and distribution, which is funded from the remainder of the grant proceeds.

The contract presented to the committee for consideration amends the existing contract to eliminate the automatic renewal clause. This contract has not been before the committee for review as the contract was initiated prior to 2003, did not require any action of our part to renew in subsequent years, and was inappropriately viewed as a revenue contract on our part. The contract amendment corrects these issues and aids in ensuring future contractual amendments, if any, are presented in a timely manner.

Mr. Jim White  
November 6, 2006  
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Please let me know if you or others have questions or need additional information for the attached contract.

Sincerely,

A handwritten signature in cursive script that reads "Sylvia Shannon Davis". The signature is written in dark ink and is positioned above the printed name.

Sylvia Shannon Davis  
Vice President for Administration and Finance

Attachment

c: Dr. John D. Petersen  
Mr. Anthony Ferrara  
Mr. Anthony Haynes  
Dr. William Owen

# CONTRACT SUMMARY SHEET

021406

<b>RFS #</b>				<b>Contract #</b>			
<b>332.30-01-07</b>				<b>N/A</b>			
<b>State Agency</b>				<b>State Agency Division</b>			
University of Tennessee				Health Science Center - College of Pharmacy			
<b>Contractor Name</b>				<b>Contractor ID # (FEIN or SSN)</b>			
Galen Publishing, LLC				<input type="checkbox"/> C- or <input checked="" type="checkbox"/> V-			
<b>Service Description</b>							
Produce the UT College of Pharmacy Advanced Studies in Pharmacy Journal							
<b>Contract BEGIN Date</b>		<b>Contract END Date</b>		<b>Subrecipient or Vendor?</b>		<b>CFDA #</b>	
2/1/2002		1/31/2008		Vendor		N/A	
<b>Mark Each TRUE Statement</b>							
<input type="checkbox"/> N/A Contractor is on STARS				<input checked="" type="checkbox"/> X Contractor's Form W-9 is on file in Accounts			
<b>Allotment Code</b>	<b>Cost Center</b>	<b>Object Code</b>	<b>Fund</b>	<b>Funding Grant Code</b>	<b>Funding Subgrant Code</b>		
332.30	N/A	N/A	N/A	N/A	N/A		
<b>FY</b>	<b>State</b>	<b>Federal</b>	<b>Interdepartmental</b>	<b>Other</b>	<b>TOTAL Contract Amount</b>		
2002				\$ -	\$ -		
2003				\$ -	\$ -		
2004				\$ -			
2005				\$ -			
2006				\$ -			
2007				\$ 2,530,000.00	\$ 2,530,000.00		
<b>TOTAL</b>	\$ -	\$ -	\$ -	\$ 2,530,000.00	\$ 2,530,000.00		
<b>— COMPLETE FOR AMENDMENTS ONLY —</b>				<b>State Agency Fiscal Contact &amp; Telephone #</b>			
<b>FY</b>	<b>Base Contract &amp; Prior Amendments</b>	<b>THIS Amendment ONLY</b>	Sylvia Davis, 865-974-2243				
2002 - 2006	\$ -	\$ -	<b>State Agency Budget Officer Approval</b>				
2007	\$ -	\$ 2,530,000.00	Sylvia Shannon Davis, VP Administration and Finance				
			<b>Funding Certification</b> (certification, required by T.C.A., § 9-4-5113, that there is a balance in the appropriation from which the obligated expenditure is required to be paid that is not otherwise encumbered to pay obligations previously incurred)				
<b>TOTAL</b>	\$ -	\$ 2,530,000.00					
<b>End Date</b>		1/31/2008					
<b>Contractor Ownership</b> (complete only for base contracts with contract # prefix FA or GR) N/A							
<input type="checkbox"/> African American	<input type="checkbox"/> Person w/ Disability	<input type="checkbox"/> Hispanic	<input type="checkbox"/> Small Business	<input type="checkbox"/> NOT disadvantaged			
<input type="checkbox"/> Asian	<input type="checkbox"/> Female	<input type="checkbox"/> Native American	<input type="checkbox"/> OTHER minority/disadvantaged—				
<b>Contractor Selection Method</b> (complete for ALL base contracts— N/A to amendments or delegated authorities)							
<input type="checkbox"/> RFP	<input type="checkbox"/> Competitive Negotiation		<input type="checkbox"/> Alternative Competitive Method				
<input checked="" type="checkbox"/> Non-Competitive Negotiation	<input type="checkbox"/> Negotiation w/ Government(eg, ID, GG, GU)		<input type="checkbox"/> Other				
<b>Procurement Process Summary</b> (complete for Alternative Method, Competitive Negotiation, Non-Competitive Negotiation, OR Other)							
The services obtained is based on a cooperative partnership that results in added revenues for the University of Tennessee College of Pharmacy which is not obtainable through other means.							

**THE UNIVERSITY OF TENNESSEE  
REQUEST: NON-COMPETITIVE AMENDMENT**

**APPROVED:**

\_\_\_\_\_  
UT System Office Approval

\_\_\_\_\_  
Date

**EACH REQUEST ITEM BELOW MUST BE DETAILED OR ADDRESSED AS REQUIRED.**

1) UT Tracking Number:			
2) Campus/Institute Name:	Memphis		
<b>EXISTING CONTRACT INFORMATION</b>			
3) Short Description:	Galen Publishing produces the journal UTCOP Advanced Studies in Pharmacy.		
4) Proposed Vendor:	Name:	Galen Publishing, LLC	
	Vendor Number:		
	Vendor ID:		
5) Contract #	#75438		
6) Contract Start Date:			February 1, 2002
7) <u>Current</u> Contract End Date IF <u>all</u> Options to Extend the Contract are Exercised:			January 31, 2003 with automatic renewal each year
8) <u>Current</u> Total Maximum Cost IF <u>all</u> Options to Extend the Contract are Exercised:			\$0
<b>PROPOSED AMENDMENT INFORMATION</b>			
9) <u>Proposed</u> Amendment #			
10) <u>Proposed</u> Amendment Effective Date:			February 1, 2007
11) <u>Proposed</u> Contract End Date IF <u>all</u> Options to Extend the Contract are Exercised:			January 31, 2008
12) <u>Proposed</u> Total Maximum Cost IF <u>all</u> Options to Extend the Contract are Exercised:			\$2,530,000
13) Approval Criteria: (select one)	<input type="checkbox"/>	use of Non-Competitive Negotiation is in the best interest of the university	
	<input checked="" type="checkbox"/>	only one uniquely qualified service provider able to provide the service	
14) Description of the Proposed Amendment Effects & Any Additional Service			

So that the College of Pharmacy can determine the approximate revenue stream from Galen.
<b>15) Explanation of Need for the Proposed Amendment:</b>
So that UT can determine the programs and amounts Galen will procure during the fiscal year.
<b>16) Name &amp; Address of Vendor/Contractor's Current Principal Owner(s):</b> (not required if proposed contractor is a state education institution)
PO Box 340, Somerville, NJ 08876
<b>17) Documentation of Office for Information Resources Endorsement:</b> N/A (required <u>only</u> if the subject service involves information technology)
<b>18) Documentation of Department of Personnel Endorsement:</b> N/A (required <u>only</u> if the subject service involves training for state employees)
<b>19) Documentation of State Architect Endorsement:</b> N/A (required <u>only</u> if the subject service involves construction or real property related services)
<b>20) Description of Procuring Agency Efforts to Identify Reasonable, Competitive, Procurement Alternatives :</b>
Galen Publishing is the only vendor in medical publishing qualified to provide service.
<b>21) Justification for the Proposed Non-Competitive Amendment :</b>
The College has an existing contract with Galen and wishes to expand and modify the agreement.

**THE UNIVERSITY OF TENNESSEE  
CONTRACT AMENDMENT**

This amendment is to the contract between the University of Tennessee (hereinafter University and Galen Publishing, LLC (hereinafter Contractor), which Contract was signed by the

University on May 20, 2002.

This Contract amendment consists of this cover page, the University's Standard Terms and Conditions and 1 additional pages.

By mutual agreement, the University and the Contractor agree to the following amendment:

Amending contract # 75438 for the following:

1. The terms of this amendment are effective February 1, 2007.
2. This agreement terminates on January 31, 2008.
3. The University will pay Galen Publishing up to a total of \$2,530,000.0 for the reproduction and dissemination of 10-12 ASIP programs as shown on the attached.
4. Proposed budget of CE programs in the amount of \$2,750,000.00.
5. UT shall only be entitled an accreditation fee equal to 8% of the total grant secured by Galen for each and every educational program conducted and disseminated under the University of Tennessee College of Pharmacy Advanced Studies in Pharmacy name and logo.
6. All other terms of this agreement will remain the same.

All other terms remain unchanged.

In witness of their acceptance of the terms of this agreement, the parties have had this Contract executed by their duly authorized representatives.

**FOR CONTRACTOR:**

Signature

Printed Name

Title

Address

Telephone Number

SSN or Fed. ID Number

**FOR UNIVERSITY:**

Department Name

Responsible Account (if applicable)

Bobby Thomas  
Administrative Signature (optional)

Bobby Thomas  
Administrative Printed Name

Authorized Official Signature

Authorized Official Name (printed)

Date

**CE PROGRAM PROJECTION**  
**Galen Publishing**  
**For the period 7/1/2006-6/30/2007**

Date	Therapeutic Area	Funding Company	Program Award	Amount to COP
January, 2007	Anesthesia	Organon	\$ 200,000.00	\$ 16,000.00
January, 2007	MS	Biogen/Idec	\$ 200,000.00	\$ 16,000.00
January, 2007	Anemia	Ortho Biotech	\$ 200,000.00	\$ 16,000.00
February, 2007	Oncology	Pfizer	\$ 300,000.00	\$ 24,000.00
February, 2007	Cardiology	BMS	\$ 200,000.00	\$ 16,000.00
March, 2007	Dyslipidemia	KOS Pharma	\$ 250,000.00	\$ 20,000.00
April, 2007	Dyslipidemia	KOS Pharma	\$ 450,000.00	\$ 36,000.00
May, 2007	Oncology	Celgene	\$ 200,000.00	\$ 16,000.00
May, 2007	Oncology	BMS	\$ 350,000.00	\$ 28,000.00
May, 2007	Diabetes	Takeda	\$ 400,000.00	\$ 32,000.00
<b>TOTAL</b>			\$ 2,750,000.00	\$ 220,000.00



## STANDARD TERMS AND CONDITIONS

1. The University is not bound by this Contract until it is approved by the appropriate University official(s) indicated on the signature page of this Contract.
2. This Contract may be modified only by a written amendment which has been executed and approved by the appropriate parties as indicated on the signature page of this Contract.
3. The Contractor shall not assign this Contract or enter into a subcontract for any of the services performed under this Contract without obtaining the prior written approval of the University.
4. Unless otherwise indicated on the reverse, if this Contract provides for reimbursement for travel, meals or lodging, such reimbursement must be made in accordance with University travel policies.
5. The Contractor warrants that no part of the total Contract amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to Contractor in connection with any work contemplated or performed relative to this Contract, and that no employee or official of the State of Tennessee holds a controlling interest in the Contractor. If the Contractor is an individual, the Contractor certifies that he/she is not presently employed by the University or any other agency or institution of the State of Tennessee; that he/she has not retired from or terminated such employment within the past six months; and that he/she will not be so employed during the term of this Contract.
6. The Contractor shall maintain documentation for all charges against the University under this Contract. The books, records and documents of the Contractor, insofar as they relate to work performed or money received under this Contract, shall be maintained for a period of three (3) full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the University or the Comptroller of the Treasury, or their duly appointed representatives. These records shall be maintained in accordance with generally accepted accounting principles.
7. No person on the grounds of disability, age, race, color, religion, sex, national origin, veteran status or any other classification protected by Federal and/or Tennessee State constitutional and/or statutory law shall be excluded from participation in, or be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract. The Contractor shall, upon request, show proof of such non-discrimination, and shall post in conspicuous places, available to all employees and applicants, notice of non-discrimination.
8. The Contractor, being an independent contractor, agrees to carry adequate public liability and other appropriate forms of insurance, and to pay all taxes incident to this Contract. The University shall have no liability except as specifically provided in this Contract.
9. The Contractor shall comply with all applicable Federal and State laws and regulations in the performance of this Contract.
10. This Contract shall be governed by the laws of the State of Tennessee, which provide that the University has liability coverage solely under the terms and limits of the Tennessee Claims Commission Act.
11. The Contractor shall avoid at all times any conflict of interests between his/her duties and responsibilities as a Contractor and his/her interests outside the scope of any current or future Contracts. The following principles define the general parameters of a conflict of interests prohibited by the University:
  - A. A Contractor's outside interests shall not interfere with or compromise his/her judgment and objectivity with respect to his/her duties and responsibilities to the University.
  - B. A Contractor shall not make or influence University decisions or use University resources in a manner that results in:
    - Financial gain outside any current or future Contracts for either the Contractor or his/her relatives or
    - Unfair advantage to or favored treatment for a third party outside the University.
  - C. A Contractor's outside financial interests shall not affect the design, conduct, or reporting of research.

The Contractor certifies that he/she has no conflicts of interests and has disclosed in writing the following:

  - A. Any partners or employees of the Contractor who are also employees of the University.
  - B. Any relatives of the Contractor's partners or employees who work for the University.
  - C. Any outside interest that may interfere with or compromise his/her judgment and objectivity with respect to his/her responsibilities to the University.
12. If the Contractor fails to perform properly its obligations under this Contract or violates any term of this Contract, the University shall have the right to terminate this Contract immediately and withhold payments in excess of fair compensation for completed services. The Contractor shall not be relieved of liability to the University for damages sustained by breach of this Contract by the Contractor.
13. It is understood by the Contractor that the University will possess all rights to any creations, inventions, other intellectual property, and materials, including copyright or patents in the same, which arise out of, are prepared by, or are developed in the course of the Contractor's performance under this Contract. The Contractor and the University acknowledge and agree that the Contractor's work under this Contract shall belong to the University as "work-made-for-hire" (as such term is defined in U.S. Copyright Law).

## OPERATING AGREEMENT

This Operating Agreement ("Agreement") is made and entered into this 12<sup>th</sup> of December 2001 by and between Galen Publishing, LLC (hereinafter referred to as "Galen") and The University of Tennessee <sup>through</sup> its College of Pharmacy (hereinafter referred to as "UT"). Galen Publishing will produce the Journal, UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY with the University of Tennessee providing the academic base and editorial board for the Journal. The terms of this agreement are as follows:



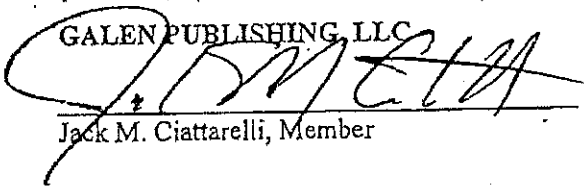
- 1) UT, will provide University/academic base for the Journal, the editorial board for the Journal, approve or reject any project for the Journal. The UT College of Pharmacy has the right to veto any project if deemed inappropriate for any reason; provide the accreditation for Pharmacy Continuing Education Credits for the material in the Journal, conferences, symposiums or round table discussions that are held in conjunction with the Journal; identify faculty for the Journal or other programs from full-time, part-time, or volunteer UT faculty or from faculty outside UT; work cooperatively with Galen to identify projects for the Journal, symposiums, or round table discussions; identify companies who would be potential sponsors of specific Journal topics.
- 2) Galen, will provide the production and distribution of the Journal, conference or round table discussion proceedings; sales force to call on companies to obtain funding for projects related specifically to the Journal; editorial and meeting management staff for development of educational materials including the Journal, satellite symposiums for meetings and round table discussions on specific topics.
- 3) Galen, a New Jersey Domestic Limited Liability Company, is exclusively recognized and exclusively licensed by UT to solicit unrestricted educational program grants ("grant" or "grants") for purposes of conducting and disseminating educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 4) During the term of this agreement, Galen is given the exclusive right to conduct and disseminate educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 5) During the term of this agreement, no party other than Galen, whether affiliated with UT or not, shall have the right to conduct and disseminate educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 6) So long as this agreement is in effect, UT shall not, in any manner whatsoever, contract, organize, or assist, either internally or with external parties, in the development, solicitation, conduction, and/or dissemination of an educational program format similar to or competing directly with the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY forum. This provision is not meant to impede UT's relationship with existing Journals (i.e. The American Journal of Managed Care) or any other Journals or educational program titles in existence prior to or following the execution of this agreement. The purpose of the provision is to prevent any party, internal or external to UT, from affiliating with UT, in any manner whatsoever, for purposes of creating a new UT Journal or other educational forum that competes or interferes with the purposes of UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY.

- 7) Except for rights granted to Galen hereunder, UT retains complete jurisdiction and ownership of UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY name and logo and any and all other names, logos, symbols, icons, etc. affiliated with the University of Tennessee and/or its College of Pharmacy. Galen retains complete jurisdiction and ownership of the ADVANCED STUDIES IN PHARMACY name and logo and any and all other names, logos, symbols, icons, etc. affiliated with Galen.
- 8) Subject to Provision 7, UT and Galen agree that the copyright to all editorial content for any and all programs disseminated under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo will be owned outright and exclusively by Galen.
- 9) Both UT and Galen reserve the right to reject any grant solicited by the other party for purposes of conducting and disseminating educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 10) Upon accepting any grant solicited by Galen for purposes of conducting and disseminating educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo, UT shall assist in providing faculty recommendations, selection and availability so that programs can be completed in a thorough and timely manner. Further, all program content and participating faculty must receive the approval of UT, since UT alone shall take full responsibility for the academic quality of each program it sponsors and accredits. In addition, by accrediting programs, UT alone shall ensure that all programs meet American Council on Pharmaceutical Education (ACPE) standards and shall, in association with Galen, maintain any and all program information required by ACPE to be kept on file.
- 11) Galen retains complete and absolute control over determining the size of each and every grant and any and all operational issues, excluding Provision 9 and Provision 10 above, or any and all other ACPE related issues, pertaining to the execution of all educational programs conducted and disseminated under this Agreement.
- 12) This agreement shall remain in effect from February 1, 2002 through January 31, 2003 and shall automatically renew for each subsequent twelve (12) month period provided that either party hereto shall have the right to terminating this agreement no less than one-hundred eighty (180) days (notification period) after providing the other party with written notice by registered mail. During the notification period, any and all grants solicited by Galen or UT and accepted by the other party as defined under Provision 10 above shall be conducted and disseminated under good faith and by the provisions set forth herein which bind both UT and Galen.
- 13) Except as other wise provided in this agreement, UT must obtain prior consent from Galen before UT uses THE ADVANCED STUDIES IN PHARMACY name and logo or any and all other names and logos owned by or affiliated with Galen. Conversely, and except as otherwise provided in this agreement, Galen must obtain prior consent from UT before Galen uses the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY names, logos, symbols, icons, etc. owned by or affiliated with UT.
- 14) All provisions in this Agreement are assignable, including and subject to Provision 12 above, in the event of transfers of ownership by Galen or organizational and/or departmental restructuring by UT.

- 15) All grants solicited by Galen for purposes of conducting and disseminating educational programs under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY shall be forwarded directly to UT.
- 16) Galen shall, as under the rights granted it in provision 11, be responsible for any and all expenses associated with any and all educational programs, including any and all expenses associated with participating faculty, conducted and disseminated under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 17) UT shall only be entitled an accreditation fee equal to 5% of the total grant secured by Galen for each and every educational program conducted and disseminated under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo. If UT has solicited and secured a grant solely as a result of its own initiative and undertaking for an educational program conducted and disseminated under the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo, UT shall be entitled an accreditation fee equal to 10% of the total grant.
- 18) Payment of UT's accreditation fee, as defined in provision 17 above shall occur as grants are received by UT. Galen shall receive from UT within 60 days of receipt of the grant by UT the remainder of the grant, after the accreditation fee as well as the honoraria and travel expenses for all participating UT faculty for that particular program are deducted. Galen shall reimburse UT for all participating UT faculty for any particular program where the amount withheld by UT is less than the honorarium and travel expenses. Conversely, UT shall forward to Galen any amount of the grant withheld by UT that exceeds any and all travel expenses for all UT faculty for any particular program.
- 19) Galen agrees to provide UT, on a quarterly basis, with a roster of all "Previously Completed" and "In Progress" educational programs utilizing the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY name and logo.
- 20) UT authorizes Galen to utilize the UNIVERSITY OF TENNESSEE COLLEGE OF PHARMACY ADVANCED STUDIES IN PHARMACY stationery, as provided to solicit grants for purposes of conducting and disseminating educational programs as described herein.
- 21) If the meeting or activity which is the subject of this contract is to occur at a location chosen by the contractor and not at the University of Tennessee, the contractor certifies that this meeting or activity will not occur at an establishment of facility which does not afford full membership rights and privileges to a person because of sex, race, creed, color, religion, ancestry, national origin, or disability.
- 22) The University of Tennessee is self-insured under the provisions of the Tennessee Claims Commission Act, T.C.A. 9-8-301, et seq., which provides for a limited waiver of the State's sovereign immunity in specified cases, up to \$300,000 per claimant and \$1,000,000 per occurrence. Any liability of The University of Tennessee for damages, losses, or costs, arising out of or related to acts performed by the University under this contract is governed by the provisions of said Act.

We hereby agree to all of the provisions set forth above.

GALEN PUBLISHING, LLC

  
\_\_\_\_\_  
Jack M. Ciattarelli, Member

THE UNIVERSITY OF TENNESSEE

  
\_\_\_\_\_  
~~Vice President~~